



Missouri Job Development Fund



**Fiscal Year 2012
Annual Report**

Training Matters



"The funding has allowed our company to train on laboratory skills, equipment and processes unique to ABC.

In addition we have been able to provide training in support functions such as Metrology (ensuring the suitability of measurement instruments, their calibration and quality control of measurements) and Maintenance such as Heating Ventilation Air Conditioning (HVAC) systems which represents one of the most critical utilities in the biopharmaceutical industry."

Tracy Feters, Training Coordinator
ABC Laboratories, Inc.
Columbia, Missouri

Missouri Customized Training Program

The **Missouri Job Development Fund** is the funding source for the **Missouri Customized Training Program**, which is operated by the **Department of Economic Development (DED)**.

- The Missouri Customized Training Program provides direct assistance to Missouri businesses for the training and retraining of new and existing employees.
- This flexible program assists businesses large and small, in urban and rural areas, to meet their individualized training needs.
- A highly-trained workforce is critical to keeping our existing businesses competitive and making our workforce more attractive to companies considering locating or expanding in Missouri.



Top 5 Reasons Companies Requested Training

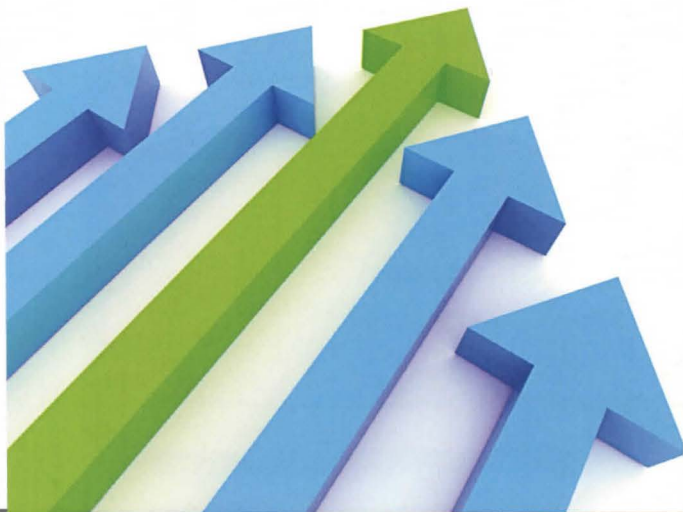
- » Quality Improvement
- » Productivity Improvement
- » Implementation of New Technology
- » Introduction of New Product or Process
- » Reduction of Waste

Competitive

"We were able to use additional funding to develop a new four-week composite training program to supplement our 10-week pre-employment training program for new hires.

The training program is now extended from 10 to 14 weeks due to the funding and new hires are even more prepared than the year before."

Dave Norwood
Skill Trades Manager
The Boeing Company
St. Louis, Missouri



Importance of a Skilled Workforce

- Availability of a **skilled workforce** is identified as one of the top factors influencing **business recruitment and expansion**.
- 2011 Corporate Survey in Area Development Magazine: 88% ranked availability of a skilled workforce as “important” or “very important” in site selection decisions.

Missouri Customized Training Program



The Customized Training Program is the most flexible and popular of Missouri's workforce training programs and is a critical tool in our state's economic development efforts to create and retain jobs for Missourians.

- Because the program provides grant funds directly to companies, they can define how to best meet their individual training needs to be successful and competitive.
- Grant funding can support training for workers in new jobs, but it is primarily used to upgrade the skills of existing workers at existing businesses, making it one of our primary tools to retain jobs at existing companies.

Relevant

"The Missouri Customized Training Program (MCTP) allowed ABB to bring a Programmable Logic Controller (PLC) trainer to our facility and train our technicians on equipment and applications relevant to our product line.



Training at our facility allowed for realistic training and unique troubleshooting discussions. It also allowed the training to occur in a time frame that worked well with our employee schedules. This training has improved the PLC knowledge and skills of our technicians and enabled them to improve equipment programming and resolve technical problems faster for reduced equipment downtime"

Matt Boyle, HR Business Partner
ABB Inc., Power Products
Jefferson City, Missouri

Delivery to meet changing needs

A statewide network of Local Educational Agencies (LEAs) assists companies in utilizing Missouri Customized Training Program funds. This network is composed of community colleges and area career and technical schools. (See back cover for map)

LEAs work closely with employers to define each company's unique training needs and the best resources for effective delivery.

LEAs are important partners! They not only serve as the local project administrators, but they are also equipped to provide a variety of specialized training to meet the demands of today's constantly-changing business environment.

Training may take place in a classroom setting, at the company's facility or at LEA skill and training centers.



**Since its inception in 1987,
the Missouri Customized Training Program
has assisted
5,018 Missouri companies
to train 573,168 Missouri workers.**

Beneficial

"With the additional funding we received from the Customized Training program, we have been able to stay in sync with technology!

We have been able to customize an in-house training curriculum for our skilled-trades workforce that is specific to the next generation of controls (PLCs) we are receiving with our new product. The development of new, additional internal trainers will significantly enhance our ability to train our workforce. This has been a huge benefit."

**Diane Torey O'Dell, Training Coordinator
Ford Motor Company Kansas City Assembly Plant
Kansas City, Missouri**





**Annual demand for Missouri
Customized Training funds
far exceeds the available funding.**

\$50 million

The demand for training funds from
Missouri companies annually.

Opportunity

"We have been able to utilize the training funds in many ways throughout our organization. The funding has allowed us to remain competitive while adding additional employees and positions within the company.

The funding we have received has given our employees the opportunity to obtain additional training required to convert our current manufacturing processes to advanced manufacturing processes."

Wendy Nye, Human Resource Manager
Meramec Electrical Products Co., Inc.
Cuba, Missouri



Customized Training is a sound investment because it helps Missouri workers increase their skills and economic opportunities.

Missouri Customized Training Program FY11 vs. FY12

	FY 2011	FY 2012
Missouri Customized Training Funds	\$9.5 Million	*\$14.5 Million
Number of training projects reviewed	424	384
Number of companies funded	321	325
Number of multi-company consortia funded	10	8
Average award, by project	\$27,190	\$42,042
Number of trainees	31,994	37,693
Average statewide trainee hourly wage	\$20.31	\$20.73
Capital investment by participating companies	\$1,252,972,802	\$1,444,084,641

*Includes \$9.5 million appropriation plus a non-recurring \$5 million grant by the Missouri Development Finance Board (MDFB) in FY2012.

The additional \$5 million in FY2012 resulted in:

+15% increase
in Capital Investment of funded Companies

FY2011 = \$1.25M vs. FY2012 = \$1.44M

+17% increase
in Number of Workers Trained

FY2011 = 31,994 vs. FY2012 = 37,693

+54% increase
in Average Company Award

FY2011 = \$27,190 vs. FY2012 = \$42,042

Investment

"Trinity Products, Inc. practices an open-book style of management. Partnering with the Division of Workforce Development has allowed Trinity to further expand upon the types of training offered to our employees. We have employees who are engaged and interested in not only their individual position but about the company as a whole. Engaged employees make for a much healthier company."

Bryan Davis, Sales Manager
Trinity Products, Inc.
O'Fallon, Missouri



Trinity Products, Inc.

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Companies who value employee training, match the state's investment dollar-to-dollar.

Companies apply annually to the Department of Economic Development, Division of Workforce Development for funding to offset the cost of their specific training needs.

Training grants are awarded based on available funding, eligible training needs, and the amount of capital investment or jobs created. The company is required to "match" the state award through its own investment in training costs.



Customized Training Companies FY12

Central Region

3M (Columbia)
AAF International
ABB, Inc. (Jefferson City)
ABC Labs
ALPLA, Inc. (Jefferson City)
Bob Monnig Industries, Inc.
Burger's Smokehouse
Caterpillar, Inc.
Central Electric Manufacturing Company
Command Web
DeLong's, Inc.
Diamond Pet Foods
Gates Corporation
IBM Corporation (Columbia)
IBM Corporation (Jefferson City)
Johnson Controls Inc.
Kingsford Manufacturing
Kraft Foods, Inc. (Columbia)
Modine Manufacturing Co. (Jefferson City)
Osage Industries, Inc.
Otscon, Inc.
Phoenix Manufacturing, Inc.
Pro Food Systems, Inc.
Quaker Oats

Quaker Windows
Quality Custom Molding
RR Donnelley (Jefferson City)
Sinclair Group, Inc.
Spartan Light Metal Products (Mexico)
The Ovid Bell Press
Unilever USA
Watlow Electric Mfg. Co. (Columbia)

Kansas City Metropolitan Area

A. Zahner Company
American Italian Pasta Company
ATK Small Caliber Systems
Billy Goat Industries, Inc.
Blount International, Inc.
Brunson Instrument Company
Burger & Brown Engineering, Inc.
Central Power Systems & Services, Inc.
Centralized Supply Chain Services, LLC
Champion Brands, LLC
Clay & Bailey Manufacturing Company
DIT-MCO International Corporation
Duke Manufacturing Company
EnerSys, Inc.
Ford Motor Company
Gardner-Denver, Inc.

Customized Training Companies FY12

Kansas City Metropolitan Area (continued)

General Mills
Holland 1916, Inc.
Honeywell Federal Mfg. & Technologies, LLC
I & M Machine & Fabrication Corporation
Ideal Tool and Manufacturing Company
Inter-State Studio & Publishing Company
JE Dunn Construction Company
Lifetouch Services, Inc.
Magna Seating
Maxi-Seal Harness Systems, Inc.
Midwest Metalcraft and Equipment
PAS Technologies, Inc.
Peterson Manufacturing Company
Phoenix Manufacturing, Inc.
Plastic Enterprises Company, Inc.
Posty Cards, Inc.
Pride Manufacturing Company, Inc.
Prier Products, Inc.
Pro-Con, Inc.
R & D Tool and Engineering Company
Sara Lee Foods
SCD Probiotics
Schreiber Foods, Inc. - Capri
Schreiber Foods, Inc. - Clearfield

Schreiber Foods, Inc. - DDN
State Fair Training Consortium
Tracker Marine (Clinton)
Waterloo Industries
WireCo WorldGroup (Carrollton)
WireCo WorldGroup (Sedalia)
WireCo WorldGroup (St. Joseph)

Northeast Region

Ardent Outdoors, Inc.
Buckhorn Rubber Products, Inc.
Cerro Flow Products, LLC
ConAgra Foods (Macon)
Consolidated Machine & Welding
Continental Cement Company, LLC
Daffron & Associates
Economy Products Company
General Mills Operations, LLC
Kraft Foods, Inc. (Kirksville)
Lakeside Casting Solutions
Mid-Am Building Supply, Inc.
Moberly Area Employers Training Consortium
Onshore Technology Services
POET Biorefining
Press Journal Printing Company

Spartan Light Metal Products (Hannibal)
UTi
WireCo WorldGroup (Kirksville)

Northwest Region

CMC Maryville, LLC
ConAgra Foods (Trenton)
Donaldson Company, Inc.
Houston Poly Tank
Kawasaki Motors Mfg. Corp., USA
Landmark Manufacturing Corporation
Midwest Data Center, Inc
MidWest Quality Gloves, Inc.
Modine Manufacturing Co. (Trenton)
Sonoco Plastics
WireCo WorldGroup (Chillicothe)

South Central Region

Armstrong World Industries, Inc.
Brewer's Ice Company
Cohen Architectural Woodworking, LLC
Independent Stave Company
Jahabow Industries
Meramec Electrical Products Co., Inc.
Quality Tool
RBC Manufacturing (West Plains)
Regal Beloit Corporation (Lebanon)

RR Donnelley (Owensville)
Salem Wood Products
Scroll Compressors, LLC
Tacony Manufacturing
Tracker Marine - Boat (Lebanon)
Tracker Marine - Plastics (Lebanon)

Southeast Region

Alan Wire Company
American Railcar Industries
Benec's Inc.
Bootheel Regional Training Group
Botkin Lumber Company, Inc.
Briggs & Stratton Corporation
Centene Corporation
Eric Scott Leathers, LTD
Faurecia Emission Control Technologies
Gates Corporation
Havco Wood Products LLC
Heart of the Ozarks Training Consortium
Leggett & Platt, Inc.
Mineral Area Training Consortium
Mississippi Lime Company
Nordenia USA
Nordyne, LLC
Perryville/Ste. Genevieve Training Group

Customized Training Companies FY12

Southeast Region (continued)

Poplar Bluff Training Group
Procter & Gamble Paper Products
Rubbermaid
Sabreliner Corporation
Schaefer's Electrical Enclosures, Inc.
SEMO Milling, LLC
SEMO Regional Industrial Training Group Consortium
Starting USA
Tetra Pak Materials LP
TG Missouri Corporation
Unilever Ice Cream North America
Windsor Foods LP

Southwest Region

3M Company (Springfield)
3M Company (Nevada)
American Dehydrated Foods
Arning Companies, Inc.
Carlisle Engineering Trans. Solutions, Inc.
CertainTeed Corporation
Cliffstar LLC
CNH Reman, LLC
Custom Powder Systems, LLC
Diesel Exchange

Duck Creek Technologies, Inc.
Dynatek Dalta Scientific Instruments
Hampshire Pet Products
International Dehydrated Foods, Inc.
Jack Henry & Associates (Monett)
Jack Henry & Associates (Springfield)
Jarden Consumer Solutions
John Deere Reman
K & S Wire Products, Inc.
Leggett & Platt (Branch 1)
McGregor Manufacturing
Mid America Precision Products
Midcon Cables Company, LLC
Miracle Recreation Equipment Company
MSW, Inc.
NewStream Enterprises, LLC
Ozarks Coca Cola / Dr. Pepper Bottling Co.
Paul Mueller Company
Pennington Seed
Polar Tank
Regal Beloit Corp. (Springfield)
Rock Tenn Converting Company
Schreiber Foods, Inc. - Fairview
Siemens Energy, Inc.
Southern Missouri Containers

SRC Electrical
SRC Heavy Duty
SRC Power Systems
Stainless Technology
The Milnot Company
Thorco Industries, LLC
Tracker Marine (Ozark)
Watts Radiant

St. Louis Metropolitan Area

ABB, Inc. (St. Louis)
ALPLA, Inc. (St. Peters)
American Railcar Industries, Inc.
Anheuser-Busch Companies, Inc.
ARGO Products Company
Automation Service
Baldor Electric
Bastian Material Handling
bioMerieux Inc.
Bodine Aluminum, Inc. (Troy)
Bodine Aluminum, Inc. (St. Louis)
Boeing Integrated Defense Systems
Bohn and Dawson, Inc.
Boomerang Tube, LLC
Bramko Tool & Engineering, Inc.
C.L. Smith

CADCO Program & Machine
Cardinal Health
Cardinal Health 110
CG Power Systems USA, Inc.
Client Services, Inc.
CMS, Inc.
Code 3, Inc.
Companion Baking Company, Inc.
Component Bar Products
ConAgra (St. Louis)
Corbitt Manufacturing Plant
Cott Beverages USA
Craftsman Industries, Inc.
Cutting Edge Optronics
Daddy Ray's
Data 2
Distribution Management, Inc.
DRS Marlo Coil
Elite Tool, LLC
Eltek International Laboratories
EMD Millipore
EPC, Inc.
Esselte Corporation
Essex Industries, Inc.
Essex Industries, Inc. - MFG

Customized Training Companies FY12

St. Louis Metropolitan Area (continued)

Frick's Quality Meats, Inc.

Furniture Brands International, Inc.

GKN Aerospace North America, Inc.

GlaxoSmithKline

Global Products, Inc.

GSI-Engine Management Group

H&M Machine Service

Hermann Oak Leather

Herndon Products, Inc.

Hubbell Killark Electric

Husmann Corporation

Hy-C Company, Inc.

Hydromat, Inc.

IBM Corporation (St. Louis)

Innoventor, Inc.

Intelligrated Systems, Inc.

J&S Tool, Inc.

Jost Chemical Company

Keller Laboratories

Kemco Aerospace Manufacturing

Koller-Craft Plastics

Lapoint Blasé Industries

Lear Corporation

Leonard's Metal, Inc.

Livingston Tool & Manufacturing Co.

Lloyd Industries, Inc.

LMC Industries, Inc.

Lunar Tool, LLC

Masterchem Industries, LLC

MEMC Electronic Materials, Inc.

Midwest Aviation Center

Mimir Flexo Printing

MOST, Inc.

Mycroft, Inc.

National Cart Company

National Sales Company

Natoli Engineering Company

Neeco-Tron, Inc.

New Florence Wood Products

Newco Enterprises, Inc.

Nike IHM, Inc.

Nomax, Inc

OBCorp, LLC

O'Fallon Casting

Pace Industries, Inc, Patterson Division

Packaging Concepts, Inc.

Patriot Machine, Inc.

Paulo Products Company

PM Resources, Inc.

Porta King Building Systems
Precise Mold & Engineering
Prism Medical Services USA
Procter & Gamble Manufacturing Co.
R. K. Stratman
Rawlings Sporting Goods Company
Reckitt Benckiser
Roto Die Company
Rug Doctor
Rx Systems, Inc.
Seiler Instrument & Mfg. Co., Inc.
Sigma-Aldrich Corporation
SLP Lighting Center
Solae
Southtowne Machining, Inc.
Sportsprint, Inc.
St. Louis Metallizing
Standard Machine & Manufacturing
StellarRAD Systems, LLC
StingRay Manufacturing
Sunnens Products
SyMyCo, Inc
Talisen Technologies, Inc.
TelGaAs, Inc.
The Beckwood Corporation

The Gund Company
The Henkel Company
The International Companies
The Newberry Group
Titanova, Inc.
TLD Concepts
Tool Specialties Company
TransChemical, Inc.
Trinity Products, Inc.
Universal Galvanizing
US Tape & Label
Vandeventer Machine Works
Vi-Jon, Inc
VSM Abrasives
Wainwright Industries, Inc.
Watlow (St. Louis)
WB Industries
Wermke Spring Manufacturing Company
Williams Patent Crusher & Pulverizer Co., Inc.
Woodbridge Corporation
Zoltek Corporation

For more information on the Missouri Customized Training Program:

Contact the Industry Training Section at the Division of Workforce Development (see below)

OR one of the Local Educational Agencies (LEAs) shown on map.

For complete LEA contact information, go to: <http://jobs.mo.gov/employer/MCTP-LEAS>



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